-----Original Message-----
From: Stout, Jason [mailto:JStout@hr.ucsf.edu]
Sent: Friday, April 02, 2004 11:38 AM
To: ofccp-public@dol.gov
Subject: Proposed applicant defination clarification.

Hi Joseph,

I'm sorry if this isn't the type of feedback/input that you're seeking on the proposed definition of an "internet applicant". Based on the information below would your agency suggest that OFCCP regulated employers should set up race and gender ethnicity data fields for applicants as "required" fields in a web format?

Thank you!

OFCCP requires federal contractors to obtain--where possible--gender, race, and ethnicity data on applicants and employees. The proposed rule would add to OFCCP's recordkeeping requirements a definition of "Internet applicant" and require contractors to collect gender, race, and ethnicity information from such individuals.

For someone to be considered an "Internet applicant," four criteria must be met, according to the proposed rule: (1) the individual must have submitted an expression of interest in employment through the Internet or related technologies; (2) the employer must have considered the job seeker for employment in a particular open position; (3) the job seeker's expression of interest must have indicated the individual possesses the advertised, basic qualifications for the position; and (4) the job seeker did not subsequently indicate no longer having an interest in employment in the position. Comments on the OFCCP proposed rule may be submitted directly to Joseph DuBray Jr., the director of the division of policy, planning, and program development at OFCCP. E-mail is the preferred method for submitting comments, which should be sent to ofccp-public@dol.gov.

Jason Stout

Staffing and Compensation Analyst

jstout@hr.ucsf.edu

Phone- (415)476-2122

Fax- (415) 476-4672